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✓ Latest release

Job mobility

Job mobility and job search of employed people, including changing industry or occupation, job tenure, and changes in current job (e.g. hours).

Reference period February 2025

Released 29/07/2025

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Key statistics

During the year ending February 2025:

- the job mobility rate decreased to 7.7%
- younger workers were more mobile than older workers, with 12% of people aged 15 to 24 years changing jobs
- 2.2 million people left or lost a job
- The annual retrenchment rate was 1.9%

This Job mobility release uses data sourced from the annual Participation, Job Search and Mobility (PJSJ) survey. More information from the survey is published in these topic-based releases:

- [Potential workers \(/statistics/labour/employment-and-unemployment/potential-workers/feb-2025\)](#)
- [Underemployed workers \(/statistics/labour/employment-and-unemployment/underemployed-workers/feb-2025\)](#)

Microdata from the PJSJ survey for 2015 to 2025 will be released in [TableBuilder \(/statistics/microdata-tablebuilder/tablebuilder\)](#) and [DataLab \(/statistics/microdata-tablebuilder/datalab\)](#) (as a supplementary file to

the [Longitudinal Labour Force \(/statistics/microdata-tablebuilder/available-microdata-tablebuilder/longitudinal-labour-force-australia/\)](/statistics/microdata-tablebuilder/available-microdata-tablebuilder/longitudinal-labour-force-australia/) on 7 August 2025. For more information, refer to [Microdata and TableBuilder: Participation, Job Search and Mobility \(/statistics/microdata-tablebuilder/available-microdata-tablebuilder/participation-job-search-and-mobility-australia/\)](/statistics/microdata-tablebuilder/available-microdata-tablebuilder/participation-job-search-and-mobility-australia/).

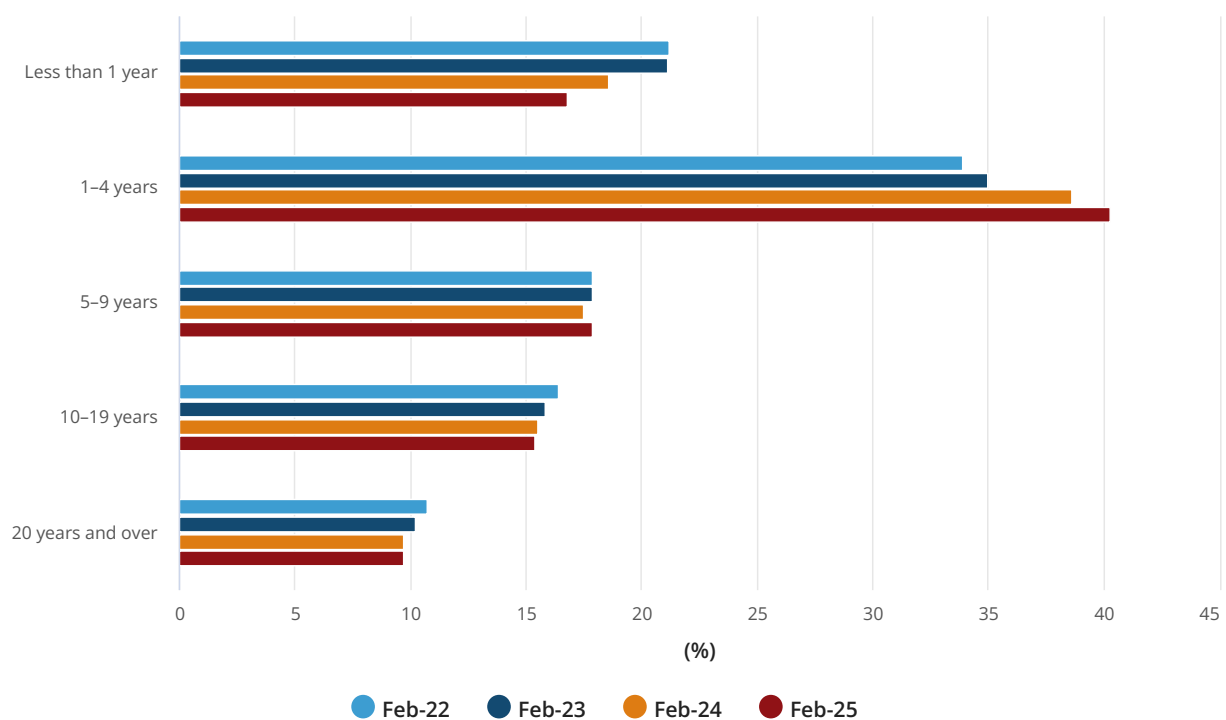
Duration in current job

There were 14.3 million people employed in February 2025. Over half (57%) had been employed in their current job for less than 5 years. About 17% had been in their job for less than 1 year.

The proportion of those in their current job between 1 and 4 years has risen slightly since 2024, up from 39% to 40%.

About 1 in 10 employed people (10%) had been in their current job for 20 years or more.

Chart 1: Duration of employment in current job



New entrants to employment

2.4 million people started their current job in the year ending February 2025. This was a decrease of 0.2 million people compared with the year ending February 2024.

Of those who started their current job in the year ending February 2025, 1.3 million entered or re-entered employment without working during the last 12 months (i.e. they did not change jobs during the year). These 'new entrants' into employment include people who have:

- never worked before and started their first job

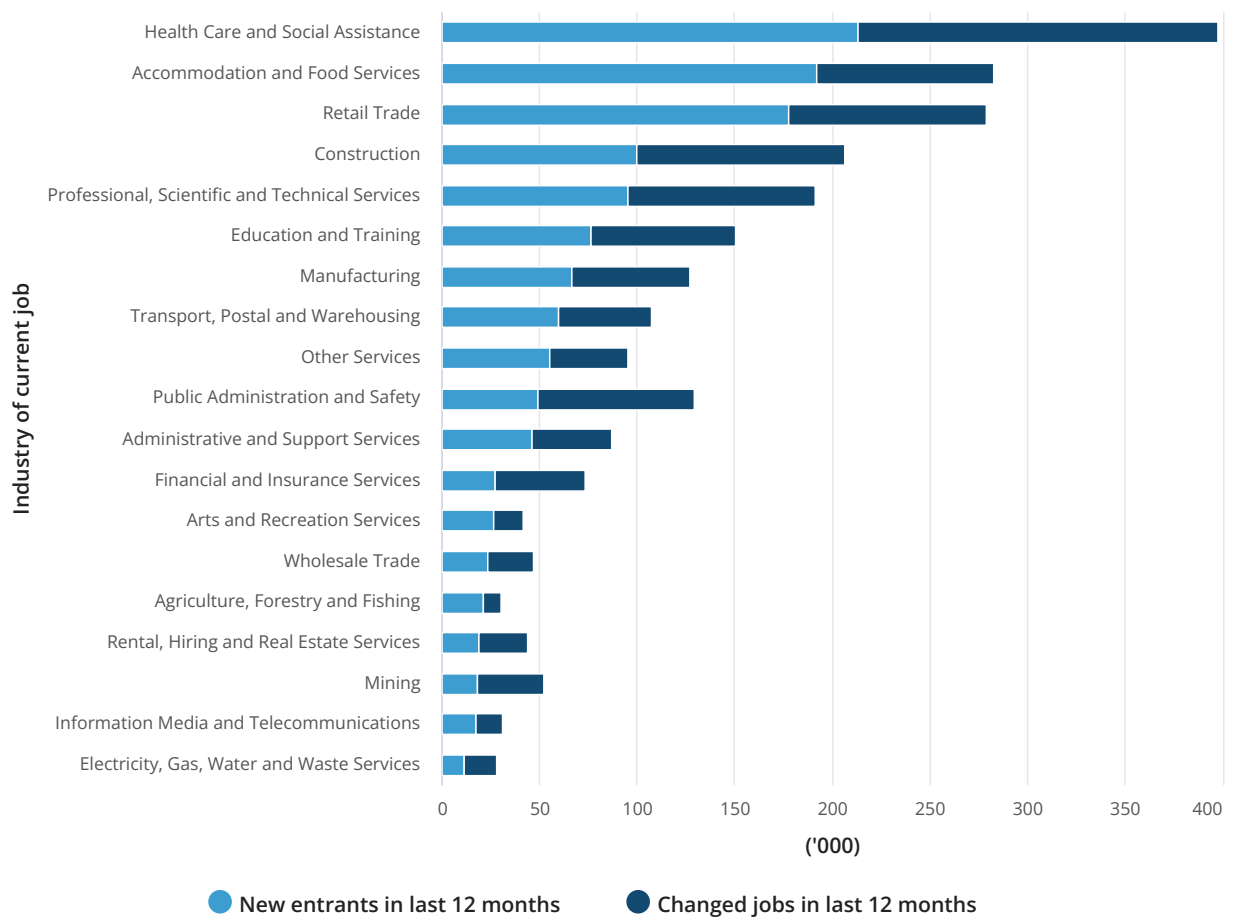
- started a new job after leaving or losing a previous job more than 12 months ago, or
- resumed a held job or returned to a previous job after a period of absence (and reported their current duration of employment from their restart date)

New entrants were evenly split between men (614,700) and women (681,000). 82% of new entrants were aged under 45 years with 40% aged 15 to 24 years.

The industries with the most new entrants were:

- Health care and social assistance - 213,000
- Accommodation and food services - 191,700
- Retail trade - 178,000
- Construction - 100,000
- Professional, scientific and technical services - 95,400

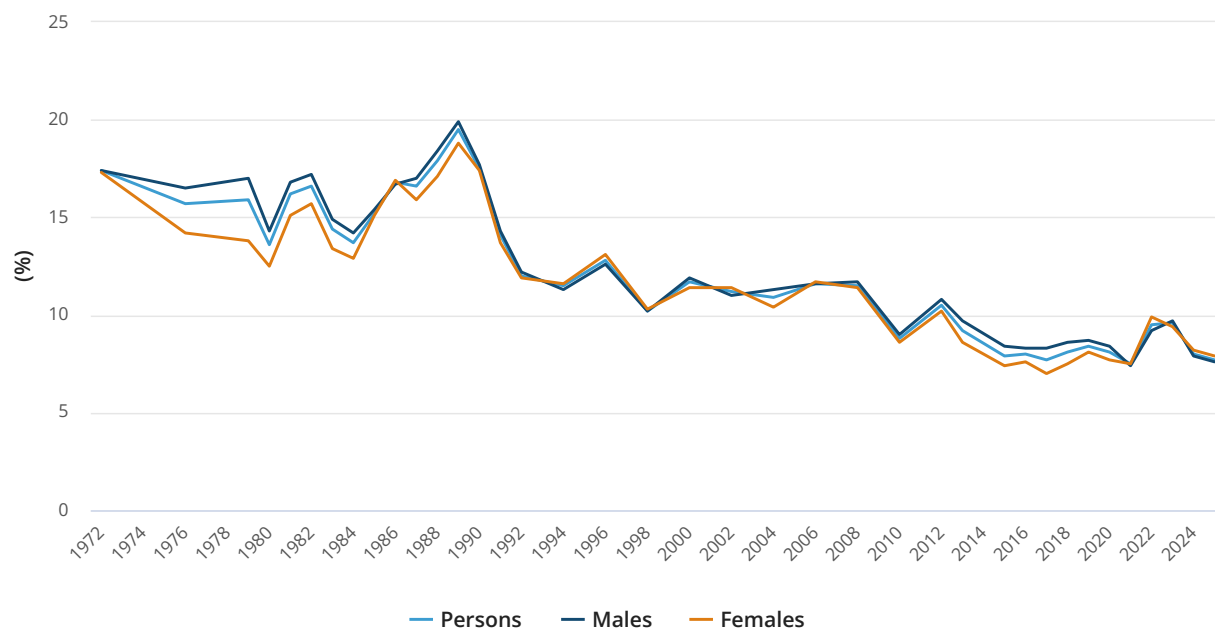
Chart 2: People who started their current job in the last 12 months



People who changed jobs

1.1 million people changed jobs (i.e. changed their employer or business) during the year ending February 2025 - a job mobility rate of 7.7%. This was a slight decrease on the 8.0% recorded in the year ending February 2024.

Chart 3: Job mobility rate, by sex



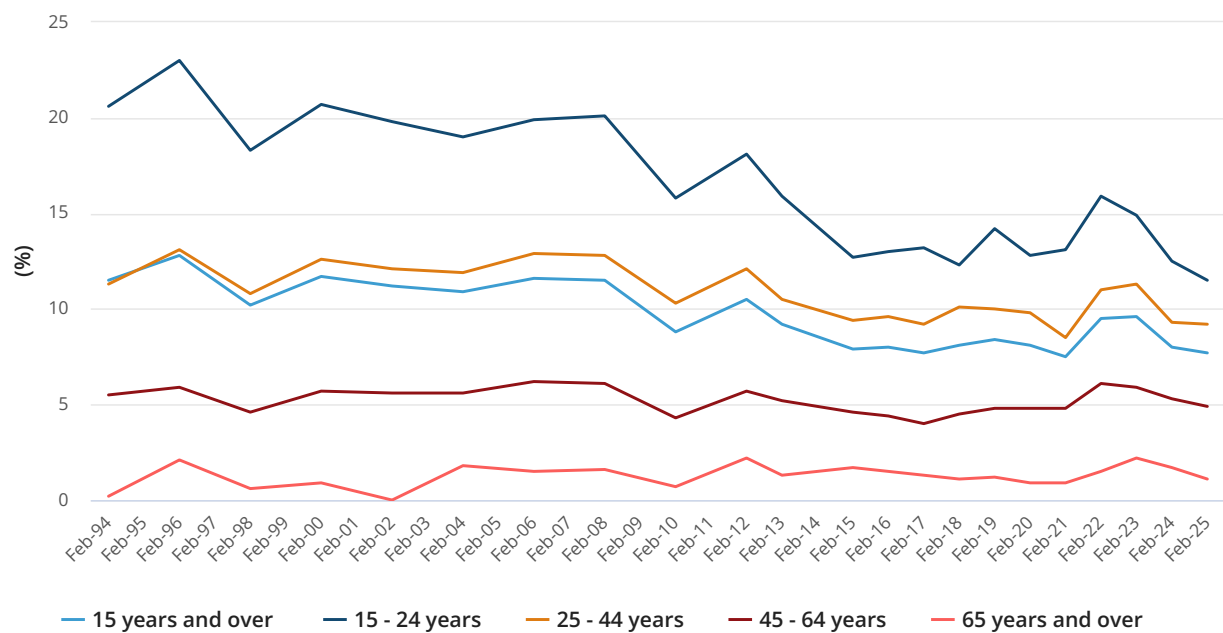
Note: 2015 to 2025 data are available from Table 01 in [Data downloads \(/statistics/labour/jobs/job-mobility/feb-2025#data-downloads\)](#). Pre-2015 historical data can be found in the 2018 release of [Participation, Job Search and Mobility \(https://www.abs.gov.au/AUSSTATS/abs@.nsf/Lookup/6226.0Main+Features1February%202018?OpenDocument\)](#) publication. The job mobility rate is the number of people who changed jobs during the year as a proportion of people who were employed at the end of the year.

Age

Younger workers are generally more mobile than older workers. In February 2025, the job mobility rates for selected age groups were as follows:

- Aged 15 - 24 years - 11.5%
- Aged 25 - 44 years - 9.2%
- Aged 45 - 64 years - 4.9%
- Aged 65 years and over - 1.1%

Chart 4: Job mobility rate, by age



Note: 2015 to 2025 data are available from Table 01 in [Data downloads \(/statistics/labour/jobs/job-mobility/feb-2025#data-downloads\)](#). The job mobility rate is the number of people who changed jobs during the year as a proportion of people who were employed at the end of the year.

State and territory

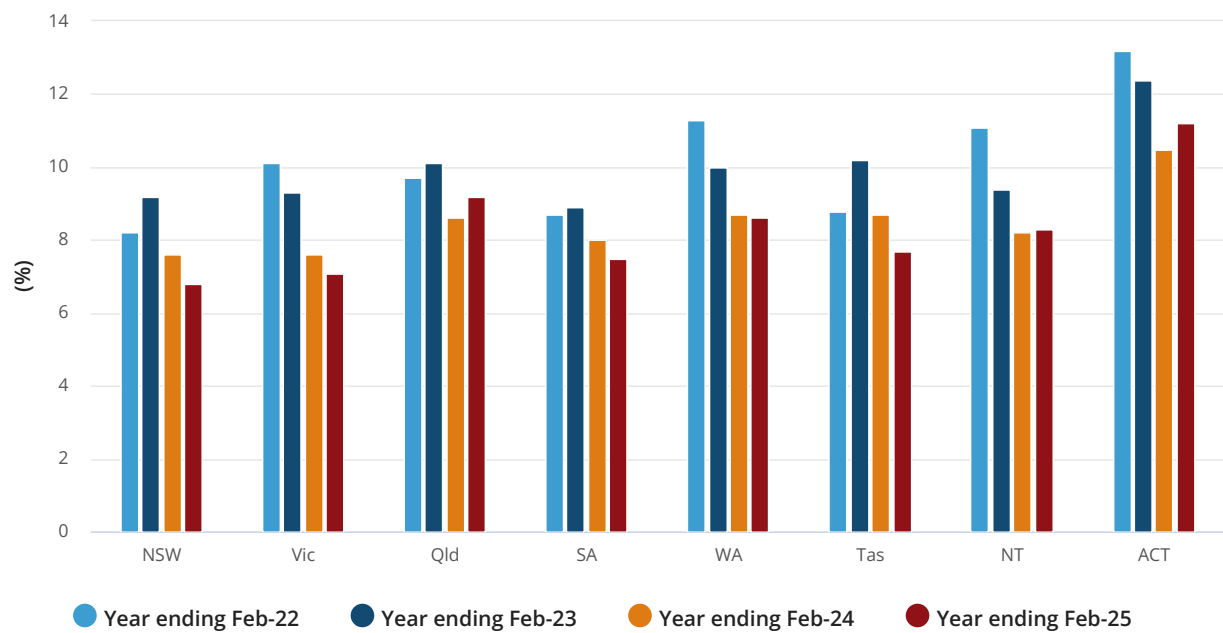
The states and territories with the highest rate of job mobility were:

- Australian Capital Territory - 11.2%
- Queensland - 9.2%
- Western Australia - 8.6%
- Northern Territory - 8.3%.

Job mobility decreased in most of the states and territories. The largest falls were for:

- Tasmania - down 1.0 percentage points (from 8.7% to 7.7%)
- New South Wales - down 0.8 percentage points (from 7.6% to 6.8%).

Chart 5: Job mobility rate, by state and territory



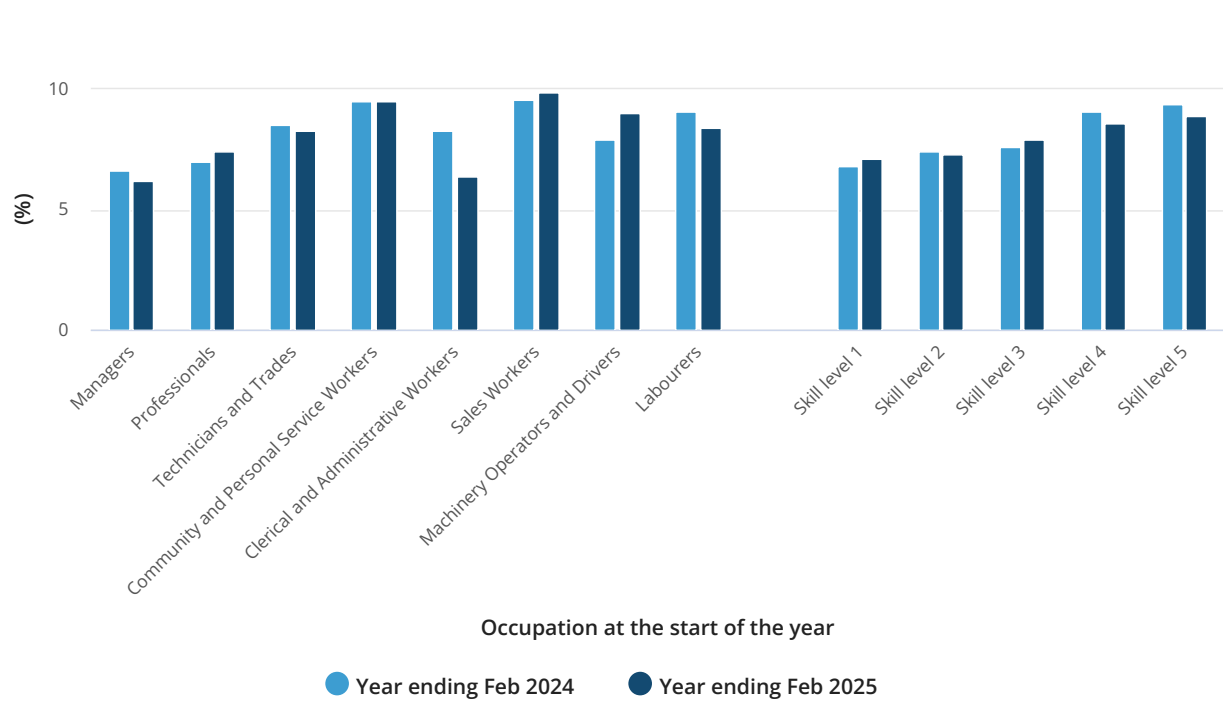
Note: The job mobility rate is the number of people who changed jobs during the year as a proportion of people who were employed at the end of the year.

Change in occupation

Job mobility decreased in five of the eight major occupation groups. The largest decreases were for:

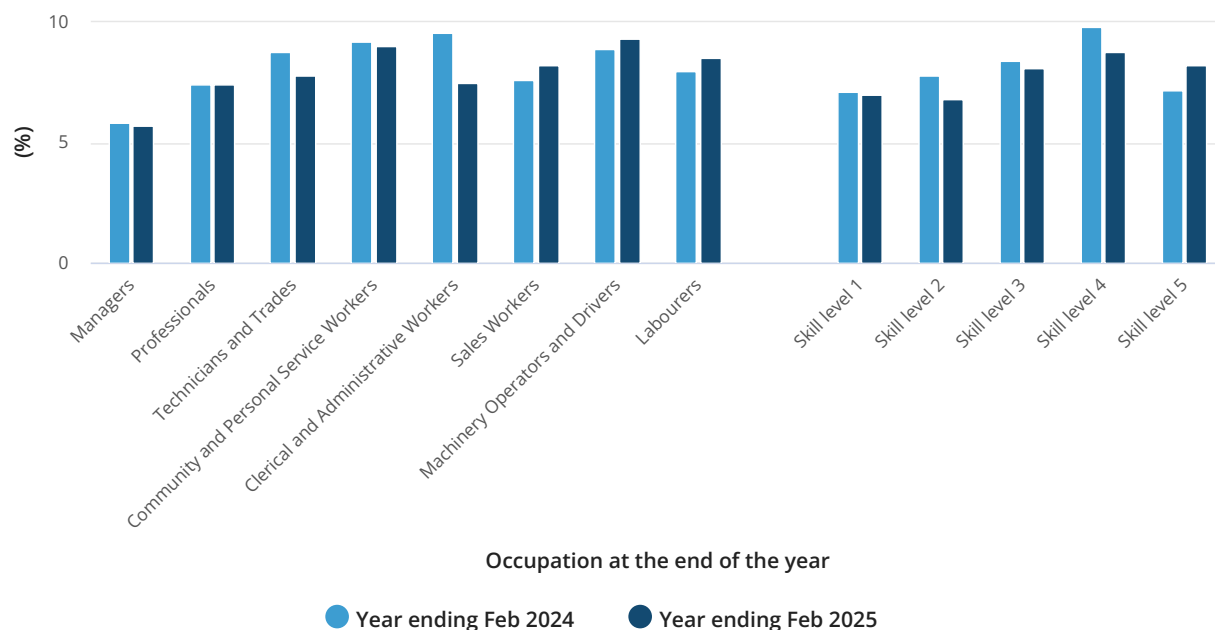
- Clerical and administrative workers (8.3% to 6.4%)
- Labourers (9.1% to 8.4%)
- Managers (6.6% to 6.2%)
- Technicians and trades (8.5% to 8.3%).

Chart 6: Job mobility rate, by occupation that was left



Note: The job mobility rate is the number of people who changed jobs during the year as a proportion of people who were employed at the end of the year.

Chart 7: Job mobility rate, by occupation that was entered



Note: The job mobility rate is the number of people who changed jobs during the year as a proportion of people who were employed at the end of the year.

As in previous years, Professionals made up the largest share of people who changed jobs. There were 261,300 professionals that changed jobs during the year ending February 2025, which was a 24% share of all people who changed jobs, slightly higher than the previous year.

The next largest share was Technicians and trades workers at 14%, while Machinery operators and drivers had the smallest share (6.4% share, up from 5.4% from the previous year).

Chart 8: People who changed jobs, by occupation that was left

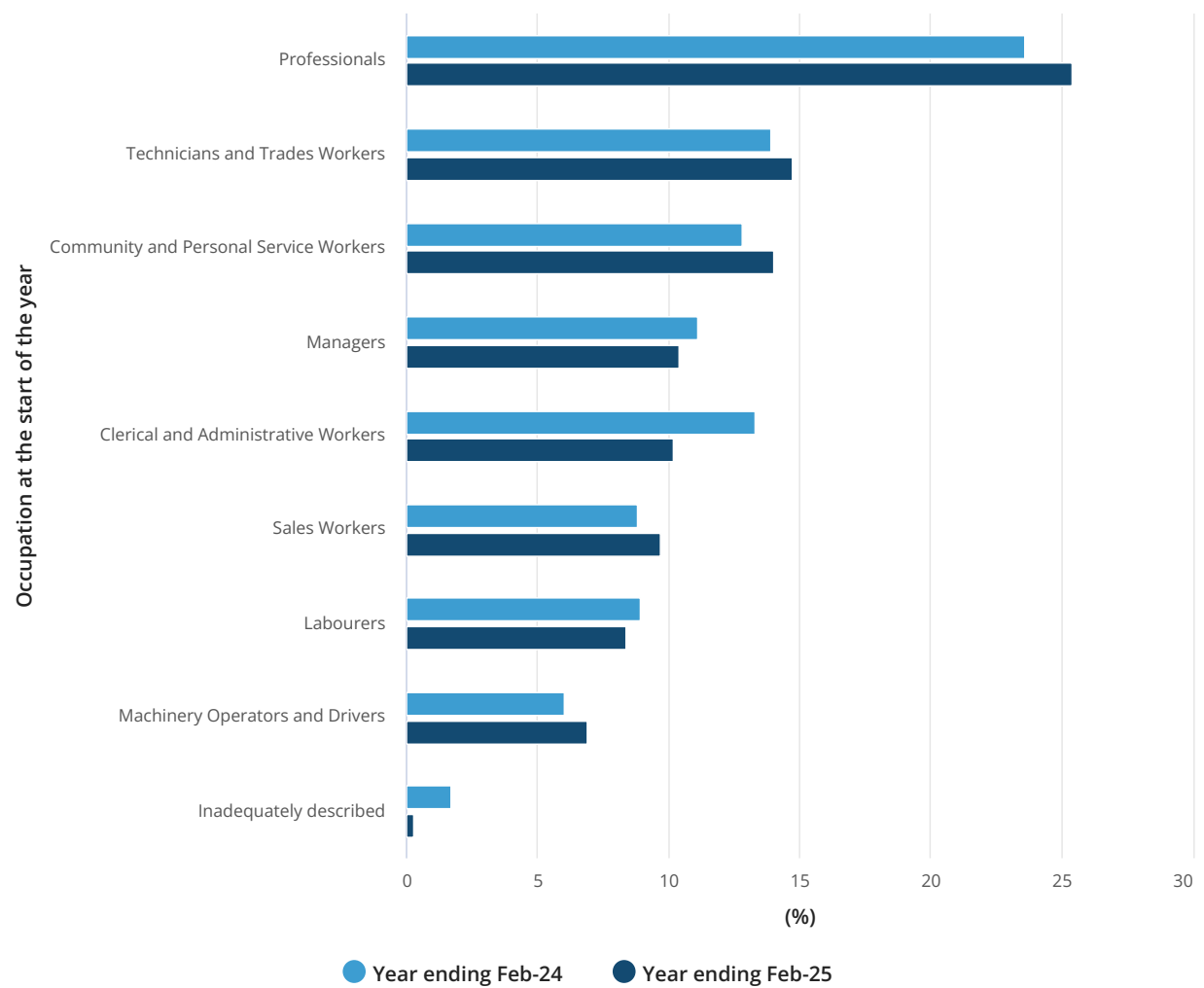
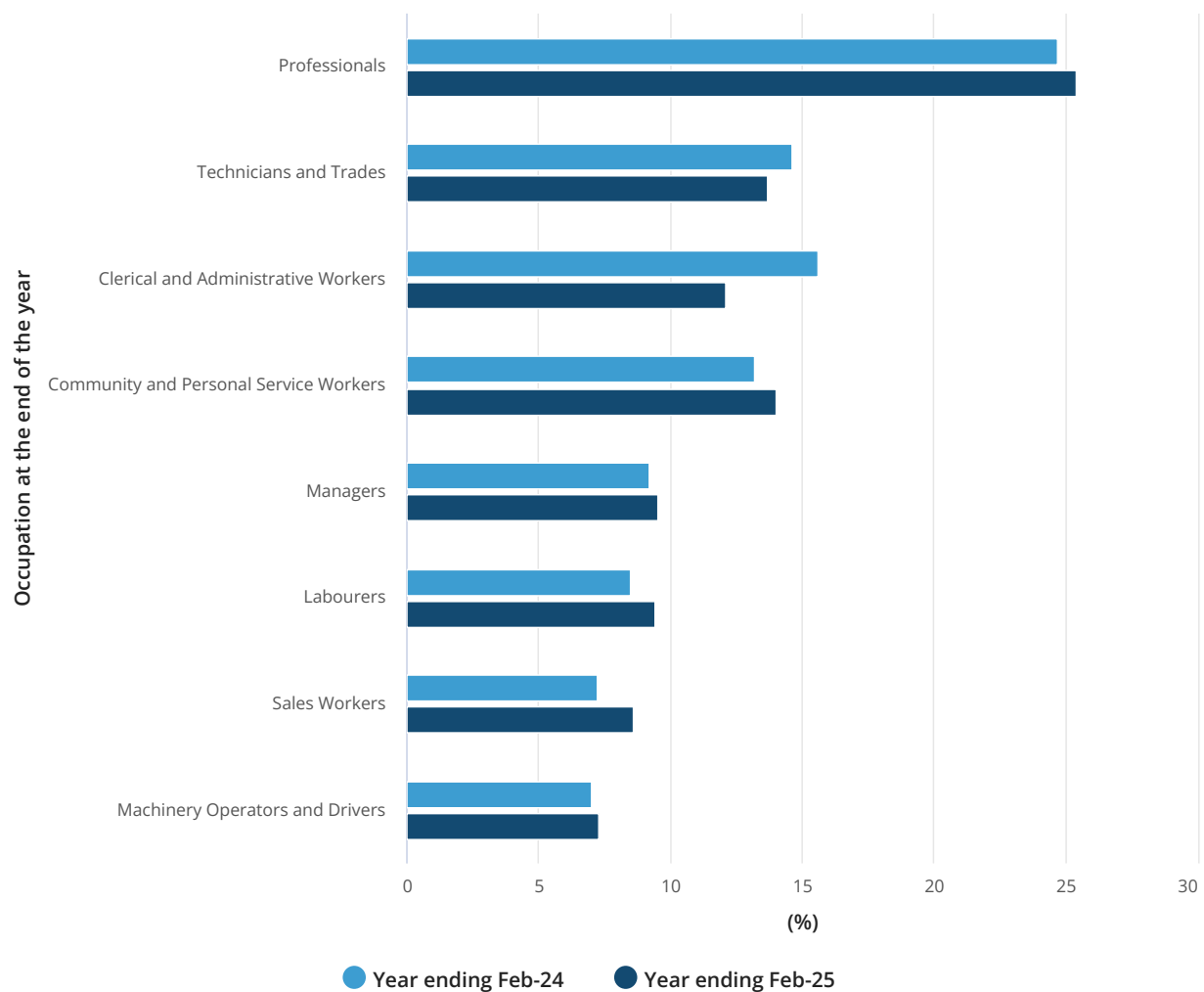


Chart 9: People who changed jobs, by occupation that was entered



Of the 1.1 million people who changed jobs in the last year, 62% (686,000) were working in the same major occupation group as they were at the start of the year.

All occupation groups had a higher proportion of people who changed jobs within the same occupation group than into a different major occupation group.

Professionals had the highest proportion within the same occupation group (82%) with Sales workers having the lowest proportion within the same occupation group (51%).

Chart 10: Changed jobs to a different occupation



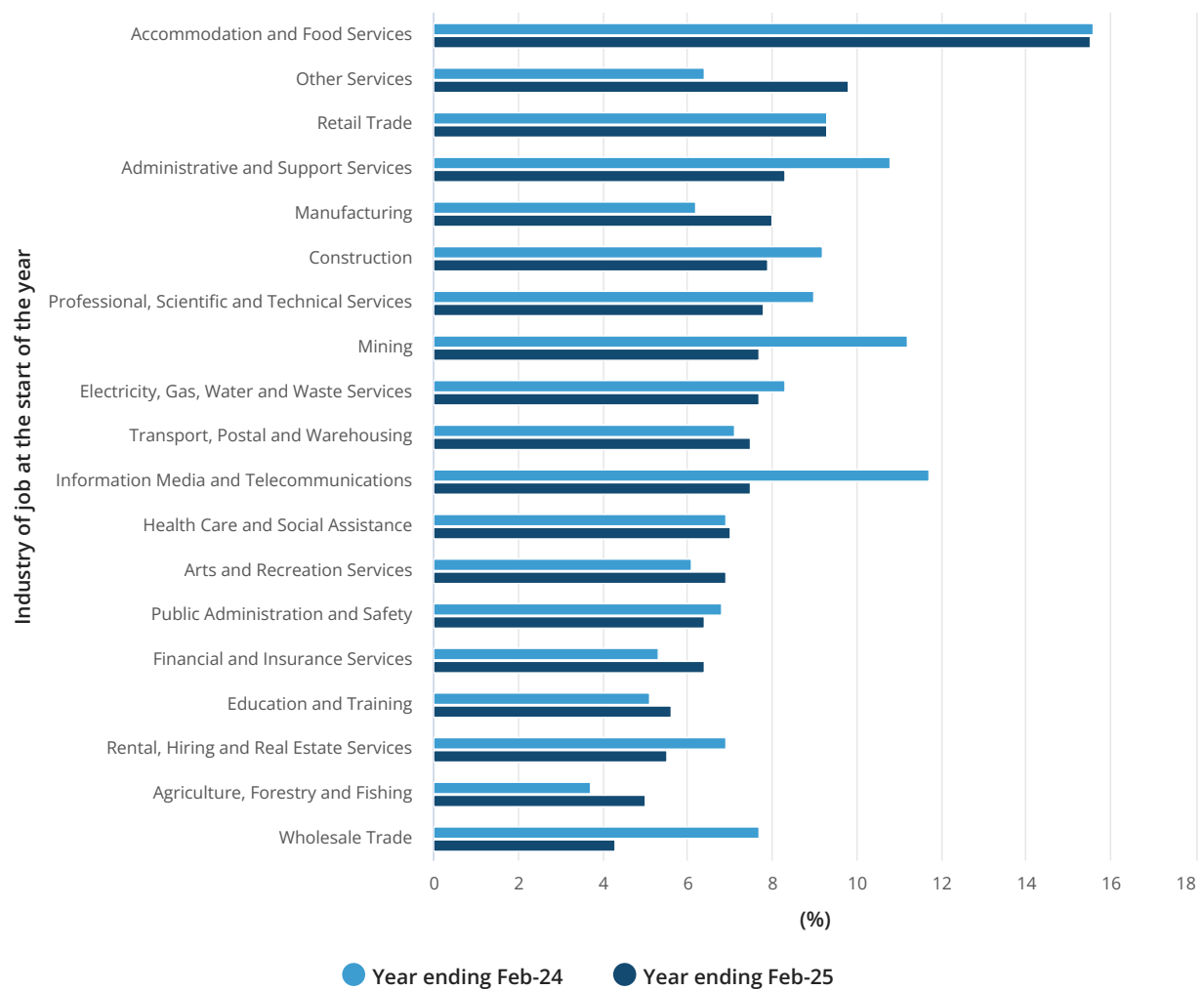
Change in industry

Job mobility decreased in just over half of industries, with the largest decreases in:

- Information media and telecommunications (11.7% to 7.5%)
- Mining (11.2% to 7.7%)
- Wholesale trade (7.7% to 4.3%).

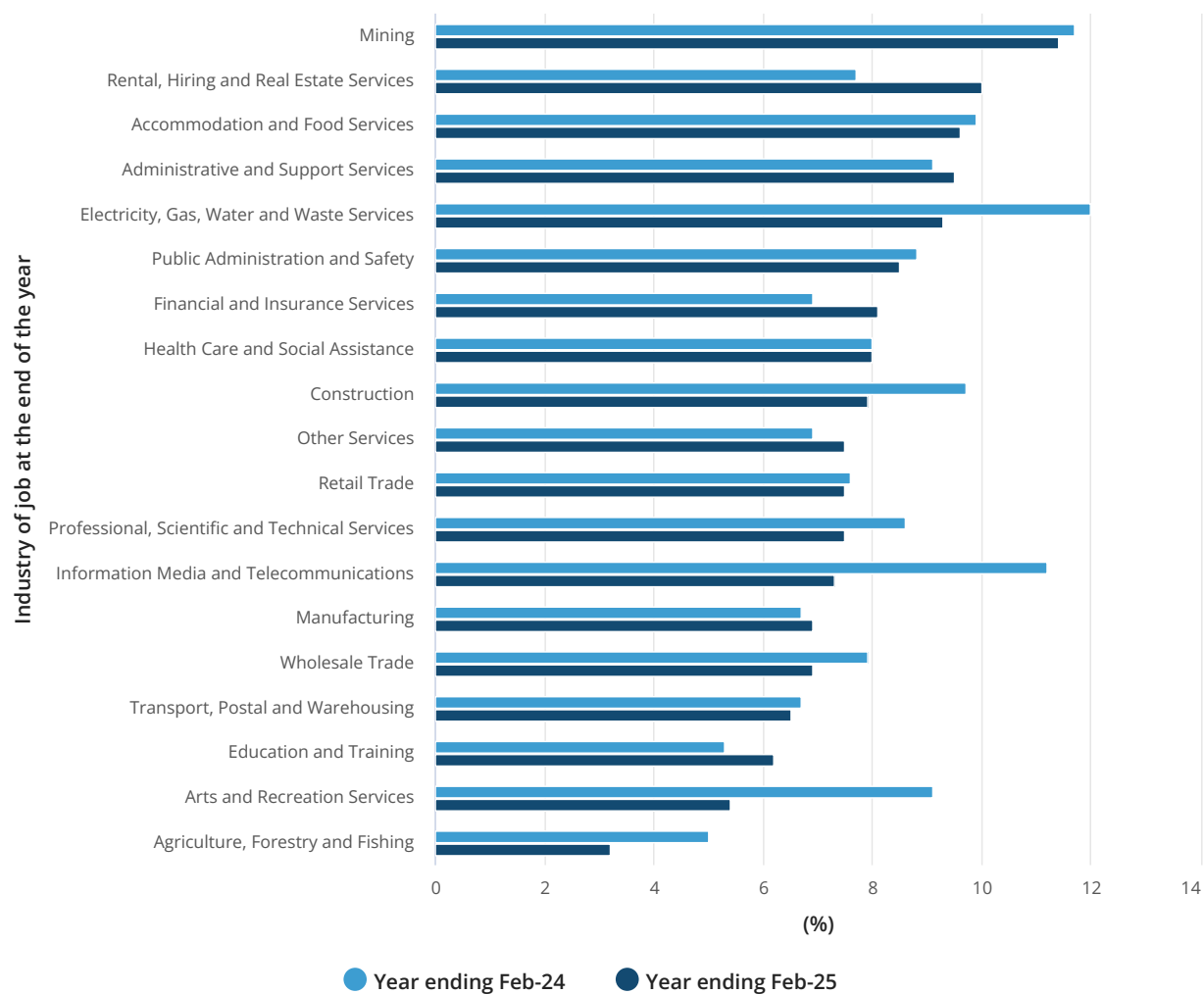
The industry that saw the largest increase in job mobility was Other services (6.4% to 9.8%).

Chart 11: Job mobility rate, by industry of job that was left



Note: The job mobility rate is the number of people who changed jobs during the year as a proportion of people who were employed at the end of the year.

Chart 12: Job mobility rate, by industry of job that was entered



Note: The job mobility rate is the number of people who changed jobs during the year as a proportion of people who were employed at the end of the year.

The Health Care and Social Assistance accounted for the largest share of people who changed jobs in the year ending February 2025 (14.1%). This was followed by Accommodation and Food Services (12.2%) and Retail Trade (10.9%).

Chart 13: People who changed jobs, by industry of job that was left

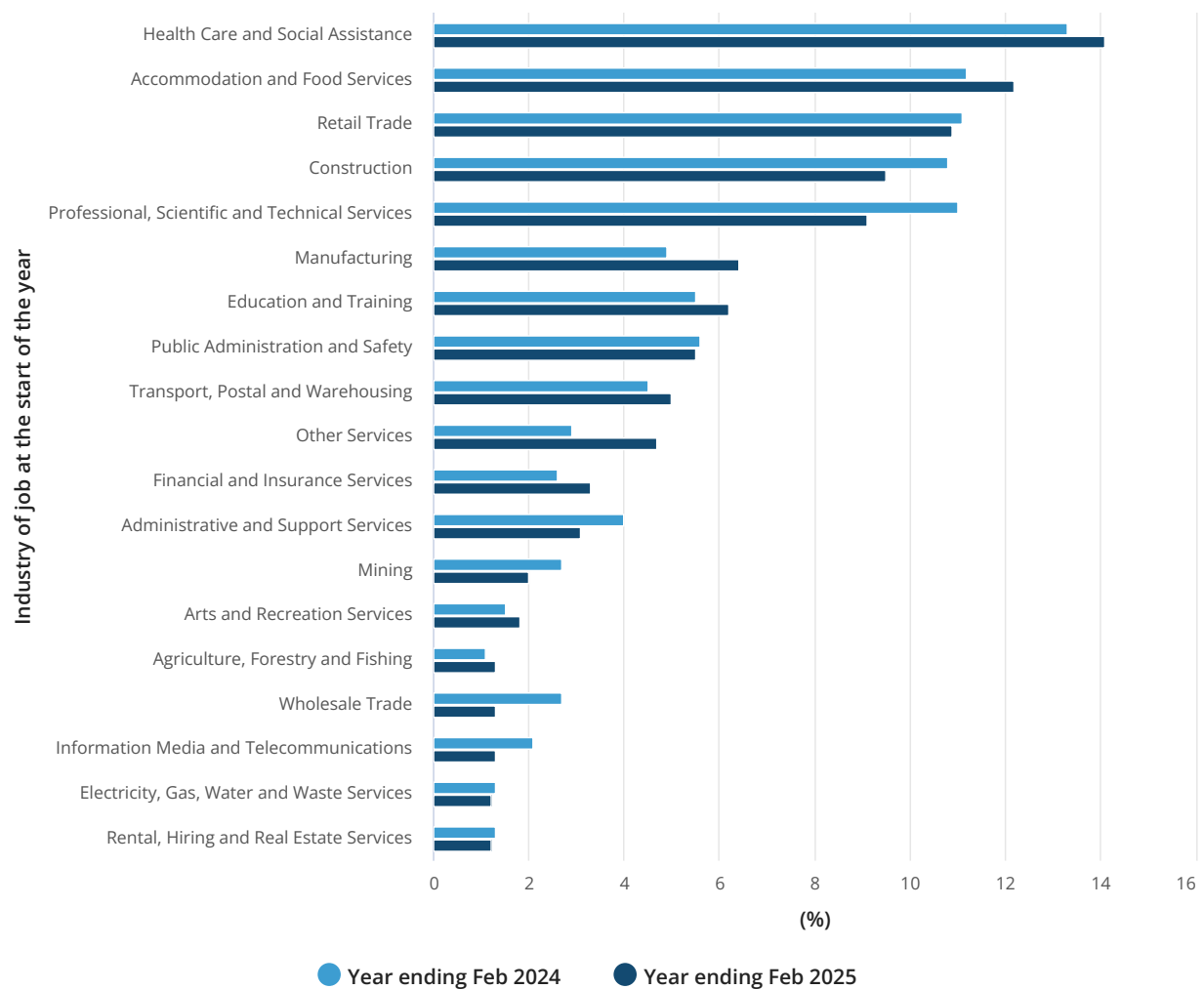
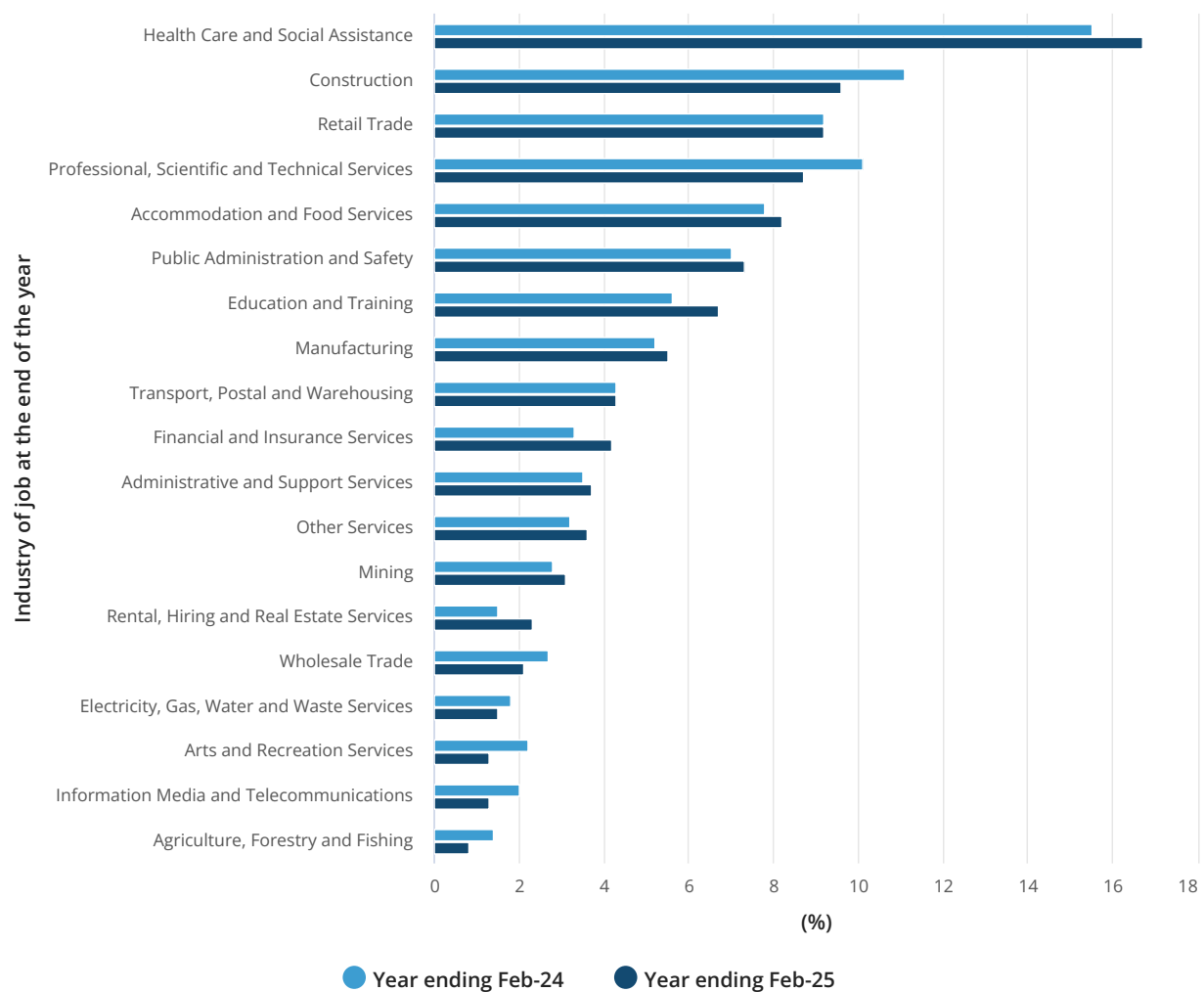


Chart 14: People who changed jobs, by industry of job that was entered



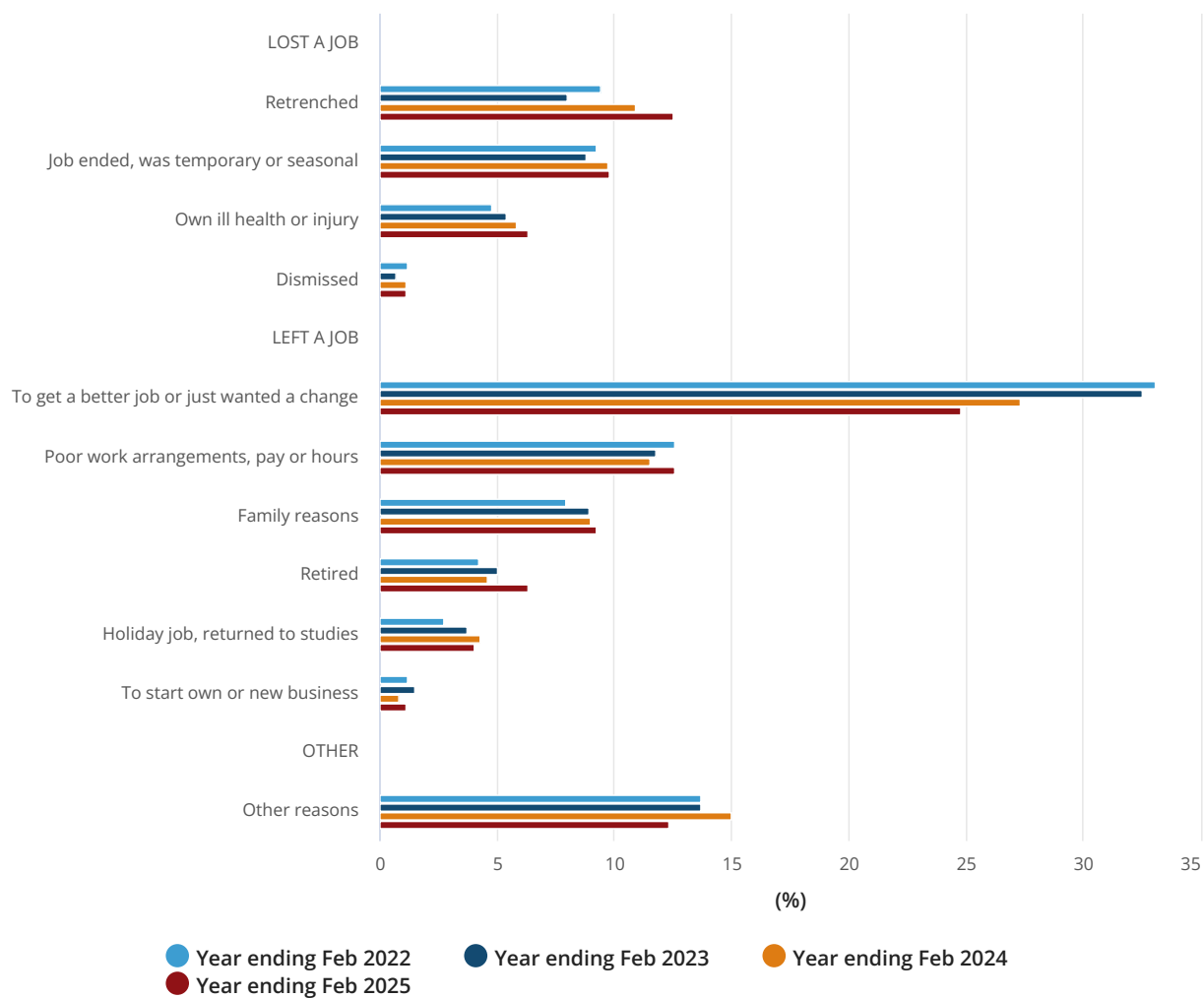
Left or lost a job

There were 2.1 million people in the year to February 2025 who left or lost a job in the previous 12 months, similar to the 2.1 million in the year to February 2024. Following a record low in the year to February 2023 (8%, or 183,200 people), the number of people retrenched in the year to February 2025 was 268,000, which was 12% of people who left or lost a job.

A quarter (25%) of all people who left or lost a job in the 12 months to February 2025 were people who left a job to obtain a better job or just wanted a change (534,700), down from 33% during the year ending February 2022.

The proportion of people losing or leaving a job who retired in the year to February 2025 was 6.3%, which was up from 4.6% in the year to February 2024.

Chart 15: Main reason left or lost a job

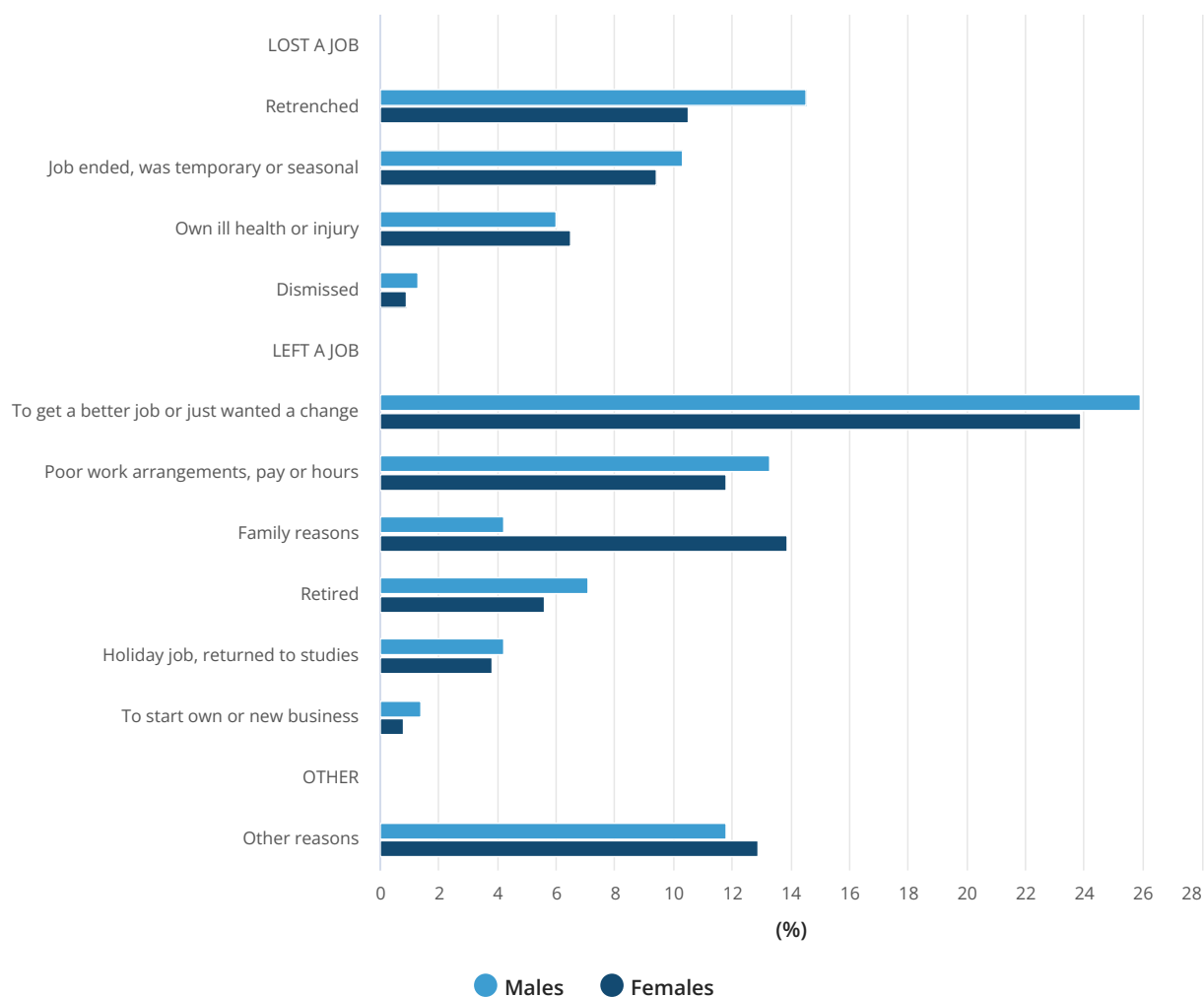


Note:

- Owner managers whose businesses closed down for economic reasons are included in "Retrenched"
- Owner managers whose businesses closed down or were sold for other reasons are included in "Other reasons"

More men than women reported being retrenched last year (15% and 11%). The most common reason people left a job was to get a better job or just wanted a change (26% for men and 24% for women). A higher proportion of women reported leaving a job for family reasons than men (14% compared with 4%).

Chart 16: Main reason left or lost a job, by sex



Note:

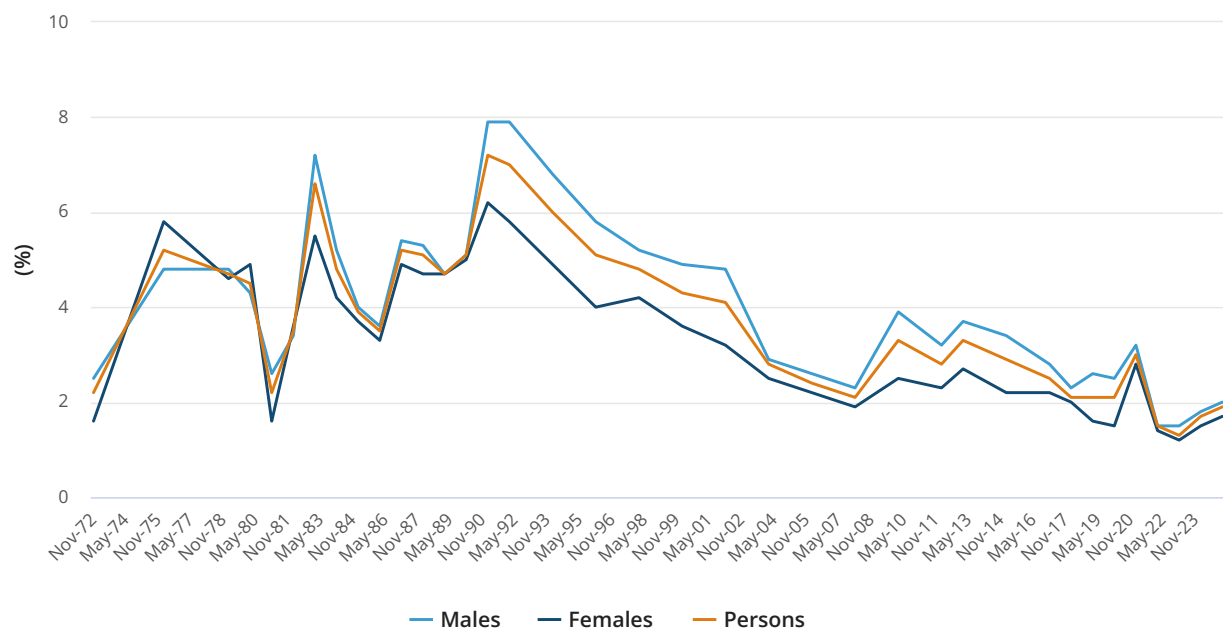
- Owner managers whose businesses closed down for economic reasons are included in "Retrenched"
- Owner managers whose businesses closed down or were sold for other reasons are included in "Other reasons"

Retrenchments

The annual retrenchment rate is the number of people who were retrenched in a given year as a proportion of the number of people who were employed at the start of that year.

In the year ending February 2025, the retrenchment rate was 1.9%, which was up 0.2 percentage points from the year ending February 2024. Since 1972, the lowest retrenchment rate was in the year to February 2023 (1.3%) and the highest was in the year to February 1991 (7.2%).

Chart 17: Annual retrenchment rate



Data downloads

Job mobility

Download all (4.15 MB)

Table 1. Labour mobility, retrenchments and duration of employment

Download XLSX
[573.63 KB]

Table 2. Retrenchments and other reasons for ceasing a job last year

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[3.26 MB]

Table 3. Changes in employment characteristics of people employed last year

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[1014.4 KB]

Engagements and Separations

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Table 4. Separations and other changes in employment of people employed last year by industry

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[2.9 MB]

Table 5. Engagements and other changes in employment of people employed last year by industry

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[2.87 MB]

Table 6. Separations and other changes in employment of people employed last year by occupation

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[1.9 MB]

Table 7. Engagements and other changes in employment of people employed last year by occupation

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[1.84 MB]

Relative standard errors, Tables 1 to 7

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[10.59 MB]

Previous catalogue number

This release uses ABS catalogue number 6223.0.

Post release changes

29 July 2025 - 1pm:

- Corrections were made to 'Changed jobs in last 12 months' in Tables 1, 2 and 3.

Methodology

[Participation, Job Search and Mobility, Australia methodology, February 2025](#)